

# MEMORANDUM

PSASC  
Agenda Item No. 2(B)

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**TO:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

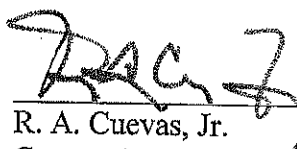
**DATE:** April 10, 2013

**FROM:** R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Resolution directing the County  
Mayor to reinstitute the policy  
of hiring individuals as police  
officer trainees and sponsoring  
them through the Miami-Dade  
Police Department's Police  
Academy

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Barbara J. Jordan.

  
\_\_\_\_\_  
R. A. Cuevas, Jr.  
County Attorney

RAC/smm



# MEMORANDUM

(Revised)

**TO:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

**DATE:** May 7, 2013

**FROM:**   
R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Agenda Item No.

Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Ordinance creating a new board requires detailed County Mayor's report for public hearing
- ☐ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_ ) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor

Agenda Item No.

Veto \_\_\_\_\_

5-7-13

Override \_\_\_\_\_

RESOLUTION NO. \_\_\_\_\_

RESOLUTION DIRECTING THE COUNTY MAYOR OR  
MAYOR'S DESIGNEE TO REINSTITUTE THE POLICY OF  
HIRING INDIVIDUALS AS POLICE OFFICER TRAINEES  
AND SPONSORING THEM THROUGH THE MIAMI-DADE  
POLICE DEPARTMENT'S POLICE ACADEMY

**WHEREAS**, the Miami-Dade Police Department provides countywide and sheriff services to a diverse multi-ethnic and racial population; and

**WHEREAS**, in order to become a certified police officer, each new police recruit/trainee must participate in a basic law enforcement training program; and

**WHEREAS**, in prior administrations, as the need for new recruits arose, the County hired individuals as police officer trainees and sponsored them through the police academy as County employees while they trained to obtain their certification as police officers; and

**WHEREAS**, the policy of training recruits and sponsoring such training allowed the County the opportunity to have the best trained and most diverse group of police officers; and

**WHEREAS**, this administration has instituted a new policy of only hiring certified and/or lateral police officers rather than sponsoring cadets through the police academy; and

**WHEREAS**, by focusing its recruiting on certified and/or lateral police officers who do not have to go through the Miami-Dade Police Department police academy, the Miami-Dade Police Department loses the advantage of training and evaluating its own recruits; and

**WHEREAS**, this change in policy makes it very difficult for individuals from lower economic backgrounds to become Miami-Dade Police Department police officers; and

**WHEREAS**, according to economic research conducted by the Social and Economic Development Council, Miami-Dade County Department of Planning and Zoning, households headed by minorities are significantly more likely to fall in the lower socioeconomic class; and

**WHEREAS**, the policy of hiring pre-certified police officers rather than giving all potential recruits the opportunity to train as Miami-Dade Police Department police officers has a disproportionate adverse impact on minorities and others who are unable to afford the cost of such training; and

**WHEREAS**, the policy of hiring pre-certified police officers limits the diversity of the pool of officers available to serve as recruits and makes it more difficult for the Miami-Dade Police Department to serve the needs of our diverse community,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that the County Mayor or Mayor's designee is directed to reinstitute the policy of focusing its' recruiting on hiring individuals as police officer trainees and sponsoring such individuals through the police academy training program. The reinstitution of this policy of recruiting non-certified police trainees shall not preclude the Miami-Dade Police Department from hiring a class consisting predominantly or wholly of certified police officers should there be a shortage of officers and there is not adequate time to recruit and train a non-certified class. If this resolution becomes effective on or prior to June 1<sup>st</sup>, 2013, the policy of recruiting non-certified police academy trainees shall be implemented no later than June 1<sup>st</sup>, 2013, otherwise, this policy shall be implemented as of the effective date of this resolution.

The Prime Sponsor of the foregoing resolution is Commissioner Barbara J. Jordan. It was offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Rebeca Sosa, Chairwoman

Lynda Bell, Vice Chair

Bruno A. Barreiro

Jose "Pepe" Diaz

Sally A. Heyman

Jean Monestime

Sen. Javier D. Souto

Juan C. Zapata

Esteban L. Bovo, Jr.

Audrey M. Edmonson

Barbara J. Jordan

Dennis C. Moss

Xavier L. Suarez

The Chairperson thereupon declared the resolution duly passed and adopted this 7<sup>th</sup> day of May, 2013. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

JRA

Juliette Antoine